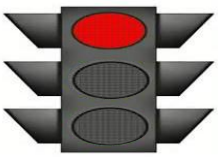
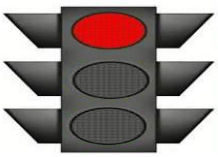
High Sick Leave Consumption
Kentuckiana Works

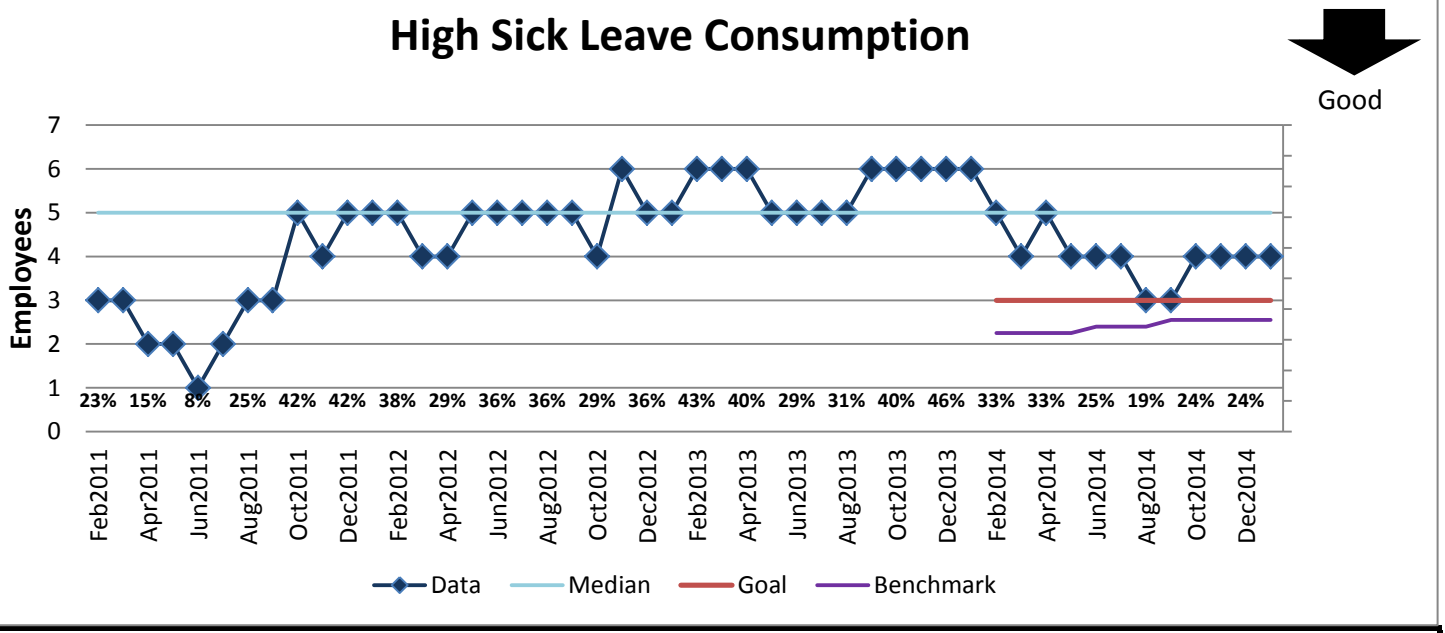
LouieStat

KPI Owner: Cindy Read | **Process: Sick Leave Management**

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Calendar Year 2013 6 Avg. Employees **Goal: Compared to a baseline of six employees, reduce the number of employees with high sick leave consumption to three in (July 2014-June 2015)** **Benchmark: 15%**	**Data Source: PeopleSoft** **Goal Source: KY Works Scope Summary** **Benchmark Source:**	**Plan-Do-Check-Act Step 3: Determine and quantify root causes** **Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period** **Why Measure: Promote a culture where sick time is used appropriately** **Next Improvement Step: Identify root causes of high sick leave consumption.**

How Are We Doing?

Feb2014-Jan2015 12 Month Goal	Feb2014-Jan2015 12 Month Actual		Jan2015 Goal	Jan2015 Actual	
3	4		3	4	
Employees	Employees		Employees	Employees	



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.